

EMW-2016-CA-APP-00081

Application Information

Application Number: EMW-2016-CA-APP-00081

Funding Opportunity Name: FY 2016 Countering Violent Extremism Grants

Funding Opportunity Number: DHS-16-OCP-132-00-01

Application Status: Pending Review

Applicant Information

Legal Name: Hennepin County Sheriff's Office

Organization ID: 9034

Type: Others (specify)

Division:

Department:

EIN: (b) (6)

EIN Shared With Organizations:

DUNS: 118306732

DUNS 4: 0000

Congressional District: Congressional District 05, MN

Physical Address

Address Line 1: 350 South 5th Street, Room 30

Address Line 2: [Grantee Organization > Physical Address > Address 2]

City: Minneapolis

State: Minnesota

Province:

Zip: 55415-1322

Country: UNITED STATES

Mailing Address

Address Line 1: 350 South 5th Street, Room 30

Address Line 2: [Grantee Organization > Mailing Address > Address 2]

City: Minneapolis

State: Minnesota

Province:

Zip: 55415-1322

Country: UNITED STATES

SF-424 Information

Project Information

Project Title: Focus Area 2 - Community Engagement: A Frontline Strategy for Countering Violent Extremism

Program/Project Congressional Districts: Congressional District 05, MN

Proposed Start Date: Thu Dec 01 00:00:00 EST 2016

Proposed End Date: Fri Nov 30 00:00:00 EST 2018

Areas Affected by Project (Cities, Counties, States, etc.): City of Minneapolis, Hennepin County, Twin Cities Metropolitan Area, State of Minnesota

Estimated Funding

Funding Source	Estimated Funding (\$)
Federal Funding	\$500000
Applicant Funding	\$0
State Funding	\$0
Local Funding	\$0
Other Funding	\$0
Program Income Funding	\$0
Total Funding	\$500000

Is application subject to review by state under the Executive Order 12373 process? Program is not covered by E.O. 12372.

Is applicant delinquent on any federal debt? false

Contacts

Contact Name	Email	Primary Phone Number	Contact Types
Alex Lewison		(b) (6)	Primary Contact Authorized Official
David Rice	(b) (6)	(b) (6)	Secondary Contact
Jeff Storms	(b) (6)	(b) (6)	Signatory Authority

SF-424A

Budget Information for Non-Construction Programs

Grant Program: Countering Violent Extremism Grant Program

CFDA Number: 97.132

Budget Object Class	Amount
Personnel	\$252790
Fringe Benefits	\$36210
Travel	\$7000
Equipment	\$0
Supplies	\$18000
Contractual	\$180000
Construction	\$0
Other	\$6000
Indirect Charges	\$0
Non-Federal Resources	Amount
Applicant	\$0
State	\$0
Other	\$6000
Income	Amount
Program Income	\$0

How are you requesting to use this Program Income? [\$budget.programIncomeType]

Direct Charges Explanation:

Indirect Charges explanation:

Forecasted Cash Needs (Optional)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Federal	\$	\$	\$	\$
Non-Federal	\$	\$	\$	\$

Future Funding Periods (Years) (Optional)

First	Second	Third	Fourth
\$	\$	\$	\$

Remarks:

SF-424C

Budget Information for Construction Programs

Assurances for Non-Construction Programs

Form not applicable? false

Signatory Authority Name: Jeff Storms

Signed Date: Tue Sep 06 21:01:45 EDT 2016

Signatory Authority Title: Major

Certification Regarding Lobbying

Form not applicable? false

Signatory Authority Name: Alex Lewison

Signed Date: Tue Sep 06 00:00:00 EDT 2016

Signatory Authority Title: Major

Disclosure of Lobbying Activities

Form not applicable? true

Signatory Authority Name: Jeff Storms

Signed Date:

Signatory Authority Title:

CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

* APPLICANT'S ORGANIZATION

Hennepin County Sheriff's Office

* PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE

Prefix: * First Name: Middle Name:
* Last Name: Suffix:
* Title:

* SIGNATURE:

* DATE:

Application for Federal Assistance SF-424

* 1. Type of Submission:

- ☐ Preapplication
- ☒ Application
- ☐ Changed/Corrected Application

* 2. Type of Application:

- ☒ New
- ☐ Continuation
- ☐ Revision

* If Revision, select appropriate letter(s):

* Other (Specify):

* 3. Date Received:

08/12/2016

4. Applicant Identifier:

MN02700

5a. Federal Entity Identifier:

5b. Federal Award Identifier:

State Use Only:

6. Date Received by State:

7. State Application Identifier:

8. APPLICANT INFORMATION:

* a. Legal Name: Hennepin County Sheriff's Office

* b. Employer/Taxpayer Identification Number (EIN/TIN):

(b) (6)

* c. Organizational DUNS:

1183067320000

d. Address:

* Street1:

350 South 5th Street

Street2:

Room 30

* City:

Minneapolis

County/Parish:

* State:

MN: Minnesota

Province:

* Country:

USA: UNITED STATES

* Zip / Postal Code:

55415-1322

e. Organizational Unit:

Department Name:

Hennepin County Sheriff

Division Name:

Community Engagement Team

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:

* First Name:

Alex

Middle Name:

* Last Name:

Lewison

Suffix:

Title: Research & Grants Coordinator

Organizational Affiliation:

Hennepin County Sheriff's Office

* Telephone Number:

(b) (6)

Fax Number:

* Email:

(b) (6)

Application for Federal Assistance SF-424

* 9. Type of Applicant 1: Select Applicant Type:

B: County Government

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

* 10. Name of Federal Agency:

Department of Homeland Security - FEMA

11. Catalog of Federal Domestic Assistance Number:

97.132

CFDA Title:

Financial Assistance for Countering Violent Extremism

* 12. Funding Opportunity Number:

DHS-16-OCP-132-00-01

* Title:

FY 2016 Countering Violent Extremism Grants

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

* 15. Descriptive Title of Applicant's Project:

Train and engage with the community by expanding HCSO-CET's "Radicalization Prevention Workshops" and implementing a community liaisons program to enhance CET's presence in the community.

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424**16. Congressional Districts Of:*** a. Applicant * b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

17. Proposed Project:* a. Start Date: * b. End Date: **18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="500,000.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="500,000.00"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- ☐ a. This application was made available to the State under the Executive Order 12372 Process for review on .
- ☐ b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- ☒ c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**☐ Yes ☒ No

If "Yes", provide explanation and attach

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

☒ ** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:

Middle Name:

* Last Name:

Suffix:

* Title: * Telephone Number: Fax Number: * Email: * Signature of Authorized Representative: * Date Signed:



DHS, Office for Community Partnerships – CVE Grant Program

Hennepin County Sheriff's Office (Minneapolis, MN) – Narrative

NOFO Number: DHS-16-OCP-132-00-01 – Focus Area: 2, Training & Engagement – Program Goals: 1 & 3

Community Engagement:

A Frontline Strategy for Countering Violent Extremism

DHS, Office for Community Partnerships – CVE Grant Program

Hennepin County Sheriff's Office – Narrative

NOFO Number: **DHS-16-OCP-132-00-01** – Focus Area: **2, Training & Engagement** – Program Goals: **1, 2 & 3**

Executive Summary

Hennepin County, Minnesota is the State's largest County, with 1.2 million residents and 11 of the 30 largest cities in the 7 County Metro Area. More than 1 in 5 Minnesotans live in Hennepin County, it is the 34th most populated county in the nation. We have a large and rapidly growing population of immigrants, and a particularly large number of them come here as refugees, adding to both the diversity and richness of our Hennepin County culture.¹ New immigrants are particularly concentrated in Hennepin County where schools, hospitals, health care providers, employers, landlords, and criminal justice personnel have the most experience in learning to work with students, patients, workers, crime victims, offenders, and renters.

Hennepin County Sheriff Rich Stanek formed the Hennepin County Sheriff's Office Community Engagement Team ("CET") in 2009, in the wake of dozens of young men traveling from the Twin Cities area to join and fight for al Shabaab. Since then, dozens more area residents have traveled or attempted to travel to Syria to join ISIS. Our best defenses against the threat of violent extremism are well-informed and equipped families, local communities and institutions. **Community engagement is our front-line strategy for countering violent extremism.**

As an Agency we have invested and prioritized our resources to engage new residents. We continue to monitor trends, learn from our cultural communities, and work daily to grow our outreach to meet the demand for prevention and education initiatives among New Americans. Accordingly, the Hennepin County Sheriff's Office seeks an award of \$500,000 in funding for 3 initiatives in CVE Focus Area 2: "*Training and Engagement with Community Members.*" Each initiative is designed to meet DHS Program Goals, Intended Outcomes, and Data requirements:

- 1. "Radicalization: Peer-to-Peer Prevention Workshops" for Women, their Children and Young Adults in the Community:** HCSO will partner through 2018 with Voices of East African Women and other community-led organizations to conduct these 2-day workshops. Mothers of radicalized children will share their stories to aid parents in understanding the nature of the threats, signs of radicalization, and available resources for protecting children and young adults. The course will focus on social media and the internet. Cost: \$222,000
- 2. Add Non-sworn, Part-time Community Liaisons to CET for Outreach and Engagement with New Americans:** We propose part-time, non-sworn liaisons (a new staffing model for law enforcement) to assist us in overcoming language and cultural barriers. Cost: \$156,600
- 3. Reproduce the London Metropolitan Police Department's "Red Stop" Program:** With the Red Stop, any individual can easily and anonymously report extremist internet content to law enforcement. HCSO will pilot an easily replicated and expandable Public Safety campaign with partners from all cross-section of the community. Cost: \$152,400

The three programs in this proposal will address the growing needs and changing environment our community faces, by utilizing promising research in this area, coupled with innovative approaches and our agency's unique expertise in Countering Violent Extremism.

¹ Minnesota's non-white and Latino population increased 28% between 2000 and 2007 (well above the national average of 19%), and it is important to note that 36% of the minority population is foreign born.

A. Agency Leadership, CVE Expertise and Capacity

Pictured: Ortman, Lt. Copeland, Sgt. McDaniel, Sheriff Stanek, Dep. Vuong, Maj. Storms, Mohamed, Ford, Dep. Hernke, and Collins. Not Pictured: Dep. Bonnie Ware

The Hennepin County Sheriff's Office Community Engagement Team (Sheriff, 1 Lieutenant, 1 Sergeant, 3 Deputies, 2 Civilian Liaisons, and 1 Social Media Specialist) conducts outreach to 1.2 million residents in the County through a variety of strategies:

1. CET personnel (sworn and non-sworn) serve as liaisons, hiring recruiters, public information officers, educators and Agency trainers;
2. We partner with community organizations, service providers, non-profit and government agencies, faith leaders and community leaders in developing events and initiatives that build trust, enhance communication, and improve public safety.
3. We conduct culturally-specific One-Day Citizen's Academies for New Americans in our community to assist with integration, establish communication, provide resources, and build trust.
4. We meet regularly with residents through our Community Advisory Board and 6 Diverse Resident Councils to develop their participation in Agency policy and decision-making, and maintain transparency.
5. We communicate in 4 languages (English, Spanish, Somali and Hmong), and make very active use of social media (Twitter, Facebook and YouTube), as well as mainstream, alternative and diverse media outlets.
6. We have adopted fundamental rules for CET, among them: a) Never cross the line between engagement/education efforts and enforcement/investigations, and b) Our community engagement is with everyone, and from every background: women, men, youth, and elders.

The problem of violent extremism is not limited to new Americans, any one religion, or gender, or ethnic group; accordingly, our Agency plans all messaging, educational efforts, and engagement for all residents. This has been fundamental in our community, to avoid stigmatizing any particular group.

The goals and activities of the Community Engagement Team are included in the Agency's Annual Report and Annual Strategic Plan, and are managed at the Command Staff Level:

Sheriff Richard W. Stanek is the 27th Sheriff of Hennepin County, serving in his third term. Stanek has been a police officer for more than 30 years, having served in the Minneapolis Police Department before being appointed in 2003 as Commissioner of the Minnesota Department of Public Safety and Office of Homeland Security.



Since taking office in 2007, Sheriff Stanek has led efforts to strengthen federal and local law enforcement partnerships, including efforts to improve information sharing, and is known nationally as a frequent speaker on the topics of terror recruiting in Minnesota, and community engagement as a frontline strategy for combating violent extremism. Sheriff Stanek is the author of "*It Can and Does Happen Here*," published in IACP's Police Chief Magazine in 2011 documenting community and law enforcement response to the Somali Travelers Cases of 2007-2009. Sheriff Stanek currently serves as President of the Minnesota Sheriff's Association, Third Vice President of the National Sheriff's Association (and Co-Chair of the Homeland Security Committee), and Major County Sheriff's Association Vice President for Homeland Security. Stanek earned his Criminal Justice Degree from the University of Minnesota, and a Master's Degree in Public Administration from Hamline University.

Project Director Julianne Ortman is a Senior Administrative Manager in the Hennepin County Sheriff's Office. Ortman joined Sheriff Stanek's Command Staff in 2007, initially as Finance Director, and currently with responsibility for the Annual Strategic Planning and Public Policy direction for the Agency. Ortman is a civilian and directs the activities of the CET. Ortman is an attorney, having earned her J.D. from the University of Pennsylvania Law School; she has been licensed to practice law in Minnesota since 1994.

HCSO Enforcement Services Bureau Major Jeff Storms, a 25 year veteran of the Agency, oversees the 911 Dispatch Division; Information Technology Services; and the Enforcement Services Division which includes the Patrol Unit, Special Operations Unit, (WMD Tactical Team and Emergency Services unit), Transport Unit, Warrant Unit and the Water Patrol Unit. Major Storms earned his Bachelor of Science Degree from Mankato State University, and began with the Hennepin County Sheriff's Office as a detention deputy in 1992. Major Storms supervises the CET Unit through Lieutenant Dorpha Copland and Sergeant Kellace McDaniel.

The Agency employs approximately 800 full time employees, and 300 Special Deputies and volunteers in statutorily mandated operations in the following 8 lines of business: 911/Dispatch Division, Patrol, Crime Lab, Investigations/Detectives, Warrants, Jail, Court Security, and Civil Process. We operate out of several buildings in Minneapolis, in HCSO facilities located in the cities of Brooklyn Park, Plymouth, and Spring Lake Park, and in County courthouses in Minneapolis, Minnetonka, Brooklyn Park, and Edina.

In 2016, we re-oriented our Agency's Mission Statement to adopt the Guardian Mentality, and fully embraced the ***Recommendations of the 21st Century Task Force on Policing***; this year we have been named as 1 of 15 Local Agency Demonstration Sites for ***the President's 21st Century Policing Initiative***.



Source: HCSO's "Criminal Justice 101" series

B. Community Engagement is our Front-line Strategy for Countering Violent Extremism in Hennepin County.

In late 2008 our nation first learned of the risks and reality of radicalization when more than a dozen young men radicalized by Al-Shabaab, left the Twin Cities Metropolitan Area to fight in Somalia. Several of these early travelers have been confirmed killed fighting for Al-Shabaab. At least two were suicide bombers, including the first confirmed suicide bomber from the United States, Shirwa Ahmed. The New York Times has described these events as “the most significant domestic terrorism investigation since September 11.”²

Since then roughly a dozen more residents from Minnesota have traveled or attempted to join Al Shabaab. And nationwide, more than 40 people have been charged with providing support to terrorist groups in Syria, almost one quarter of them are from Minnesota. *See*, U.S. House Homeland Security Committee, “*Foreign Fighter Task Force Report*,” September 29, 2015. “Minnesota recruits made up 26 per cent of the sample of 58 cases reviewed.”³

Just this summer, the largest ISIS-related federal prosecution to reach trial occurred in Minneapolis; three men were convicted with conspiring to provide material support to a terrorist organization and to commit murder abroad. These three are currently awaiting sentencing, facing the prospect of life sentences, and an additional six pleaded guilty before trial.

Direct investigations are vital for the defense of Homeland Security, but the Hennepin County Sheriff's Office has developed and implemented a fully separated, and more pro-active and preventive strategy for addressing the threat of radicalization. *Community Engagement is our front-line strategy for countering violent extremism.*

The threat of radicalization from designated terrorist organizations, whether from Al-Shabaab or ISIS, is becoming more invasive: YouTube videos, chat rooms, ordinary looking Facebook pages with links to increasingly violent radical on-line programs, training and ideology. ISIS and Al-Shabaab are shaping their messaging, appealing to young people to join a “greater cause,” and provide a “sense of belonging.” These groups also troll Twitter, Facebook and other sites to see who is re-posting or following their messaging.

² Andrea Elliott, “A Call to Jihad, Answered in America,” New York Times, July 22, 2009, <http://www.nytimes.com/2009/07/12/somalis.html>.

³ Allison Sherry, “Minnesota leads the nation with ISIL terrorist from U.S. report finds,” Star-Tribune, September 29, 2015.

We have good reason to be concerned about young people in isolation, who cut themselves off from their family and support network. We have worked to expand significantly our community outreach, to encourage parents, educators, the business community, community leaders and faith leaders, to close their own generational and cultural gaps, and reach out to at-risk youth. We all share a common mission in protecting our kids and our future.

Our best defenses against the threat of violent extremism are well informed and equipped families, local communities and institutions. We work to educate community and family members about the threat of radicalization, and help them identify the behaviors that can be cause for concern.

Our local law enforcement efforts coincide with the *White House National Strategy for Counterterrorism*, to protect our local communities in ways that are “consistent with our values as a nation and as a people:”

- By addressing the needs of residents;
- By hearing their concerns;
- By encouraging participation and community ownership;
- By educating residents about our criminal justice system; and
- By protecting their civil rights and liberties.

We are strengthening our communities and building resiliency. We are presenting our American model of self-government and the rule of law, an alternative to the radical message and ideology, a model of freedom and opportunity, education, dignity and hope.

C. Three Sheriff's Office Initiatives for CVE Focus Area 2: “Training and Engagement with Community Members”

The following proposal outlines three separate projects that make up the components of HCSO's new initiatives for Countering Violent Extremism. They are informed by the latest research and, together, take a holistic approach to the particular issues facing our community.

1. Expand and Replicate HCSO's Training and Engagement Initiative with Community Members: “Radicalization: Peer-to-Peer Prevention Workshops”



Between January and June of 2017, the Hennepin County Sheriff's Office is partnering with the Voices of East African Women in sponsoring two, two-day workshops in the Cedar Riverside neighborhood in Minneapolis, and a site yet-to-be determined in Eden Prairie. These workshops are specially designed for area women and their children, who are served by and/or in contact with this community organization providing “*East Africa and Muslim women a place they can be safe, receive healing that they need, as well as connections with other women to support each other.*” *Voices of East African Women in a non-profit offering shelter, support, advocacy, prevention and education services to survivors of violence; they work “to create a community in which violence will not be tolerated.”*⁴ We expect to include 80 participants and their children.

⁴ This partnership fulfills recommendations from a growing area of study directly following from the 2015 White House Summit on CVE attended by Sheriff Stanek and Imam Sheikh Sa'ad Musse Roble from our Community Advisory Board. *See*, Naureen Chowdhury Fink, Sara Zeiger, and Rafia Bhulai, ed. “*A Man's World? Exploring the Roles of Women in Countering Terrorism and Violent Extremism*” Hedeyah and the Global Center on Cooperative Security, 2016. *See*.

a. The Workshop Curriculum


Radicalization: Peer-to-Peer Prevention
(Scheduled for January – June 2017)

Workshops

Day One /

Course outline, Distribution of Course Materials
Session with Featured Speakers (Mothers of radicalized children share personal experiences)
Q & A with Featured Speakers
Presentations:
"Identifying the Signs of Radicalization"
"Strategies for Preventing Radicalization"
Facilitated Small Group Discussions
Work Session:
"Understanding the threats communicated via Smartphones, Internet and Social Media"
Large Group Discussion and Conclusion of Day One

Day Two

Show Criminal Justice 101 Video
Featured Speakers (Working with Law Enforcement)
Work Session on Social Services and other Resources available
Small Group Discussions
Large Group Discussion on Takeaways and Evaluation
Youth Summit Demonstrations
Graduation: Presentation of Class Photos, Grocery Store Gift Cards and Certificates of Completion

For Both Days

Each workshop will include up to 40 women;
Activities and childcare available for children to age 10;
Youth Summit for Children 11 – 18 (split in to age-groups), with age-appropriate activities, including the development of positive social media interactions and collaborations.
Develop facebook and twitter accounts for future use for each set of participants (with training for parents to manage access for and/or set up monitoring for their respective children).
Prayer is scheduled and culturally appropriate meals served for all.
Prepare documentary video of the Workshops (with consents or blur-out) for future training use.
Client and Leader Evaluation of the Program for Reporting & Measuring Success





their

b.

Federal, State, County and Community Partnership

HCSO is grant-funded only for these two workshops through June 2017, and we do not foresee future funding from the same source (one-time state legislation).⁵ Funding from this DHS Grant would allow HCSO to again partner with the Voices of East African Women for an addition 18 months, as well as work with other community organizations to organize “Radicalization: Peer-to-Peer Prevention Workshops.” Together we have identified featured speakers that include mothers of children that have been radicalized, who will share their stories and help these parents understand the nature and danger of the threats, the processes and signs of radicalization, and aid in discussion of available resources for protecting their children and others in the community.

Recommendations 2 (Increase new programming specifically focused on women, adapted to local contexts),

Recommendation 3 (Strengthen local partnerships of women-led organizations), and **Recommendation 4** (Enhance capacities of women-led organizations that “opt-in” to CVE efforts and initiatives).

⁵ HCSO earned a State of Minnesota CVE grant for developing these workshops and conducting 2 sets of workshops in the first half of 2017. The authorizing statute came from special legislation in the 2015 Budget as a one-time appropriation. There is no foreseeable plan for continued state funding.

In particular, we propose to continue our work with Voices of East African Women but also to expand to other potential community partners like Ka Joog:



Established in 2007 by a group of Somali young adults, Ka Joog focuses its efforts on encouraging Somali youth to “ka Joog” or “stay away” from negative influences such as drugs, violence, radicalization, and other behaviors that can be detrimental to their development and future. Instead, Ka Joog directs youth towards higher education, civic involvement, and a volunteer commitment to the community. Ka Joog helps Somali youth understand their options and make the right choices, through programs offering mentoring, tutoring, and job readiness training. Ka Joog also provide positive outlets through the arts, and encourages youth to share their talents with others.

c. Continuing These Workshops Fulfills CVE Grant Goals and Outcomes

These Workshops have been, and will continue to be developed in partnership with well-established and highly-respected, community-managed non-profit partner organizations, to serve primarily women, and focus on their relationships with children and young adults in the community. The Workshops will expand community-led CVE activities, and empower these organizations through additional focused funding, resources and programming for their existing clientele and network of contacts. Partnering in these Workshops further allows our Agency to engage in non-enforcement activities designed to accomplish CVE Grant Goal 1 in our Focus Area of Training and Engagement with Community Members: *“Build and Foster Community Resilience to Violent Extremist Recruitment and Radicalization.”* These Workshops, designed to educate within and among families, and community opinion-leaders, will result in *“enhanced understanding of the violent extremist threat within communities.”*

Included in the course curriculum and activities for each Workshop is a significant focus on social media and internet radicalization and recruiting. Empowering parents, guardians and community leaders to understand, manage, monitor and/or restrict social media and internet access for vulnerable adolescents and young adults will address CVE Grant Goal 3 in our Focus Area of Training and Engagement: *“Create a Less Hospitable Environment for Violent Extremist Recruitment and Radicalization.”* Through the Workshops, participants will be assisted in establishing peer networks that will sustain cross-pollination of ideas to counter the threat of violent extremism and to enhance public safety.

These Goals and expected Outcomes will be measured for each group of participants, and among Workshop developers and leaders, for courses conducted over a two-year period, through evaluations included in the curriculum for each Workshop.

d. Cost-Effectiveness: The Sheriff's Office requests \$222,000 to conduct as 6-8 more Workshops in 2017 and 2018, to include \$100,000 for 2-3 Community Partner Organizations, \$102,000 for Sheriff's Office planning, development, supervision, and coordination, and \$20,000 for other expenses, to include speakers' fees and expenses. With the limited funding from the State, we can host a total of 80 participants and their children in Workshops in the first half of 2017. With this additional funding we can capitalize on the work we have done to design and coordinate the program and extend it to as many as 240-300 more participants and their children.

e. Data: Each of the Workshops includes evaluation by the participants as well as the program leaders and speakers. These evaluations will be used to refine the programming, and also to

document and report the effectiveness of the program. A final report will be prepared to summarize the Initiative, report out Lessons Learned and include Recommendations for follow-up and additional opportunities for engagement.

2. Fund and Operate the HCSO “Community Liaisons Program”

The Hennepin County Sheriff's Office urgently needs additional *civilian* liaisons to sustain and further develop relationships with the growing immigrant diaspora communities that face challenging cultural and language barriers (e.g., in the Oromo, Liberian, Somali and East African communities, among others).

Additional liaisons will mirror and follow on the experiences of our East African and Somali Outreach Coordinator, Abdi Mohamed, and Latino and Native American Outreach Coordinator, Carmen Lopez, (both of whom are civilian liaisons). Abdi and Carmen are new Americans, with green card status, and bring to our Agency a great knowledge of, and deep contacts within their respective communities. They have opened avenues of communication for our Agency that did not exist previously, and would not exist but for the fact that they have shared experiences with the residents we are working to engage, and were trusted in their respective communities before they accepted their role as Sheriff's Office liaison. They essentially vouched for our Agency credibility, immediately developing meaningful opportunities for partnering.

We have nearly 1100 employees and Special Deputies, and our diversity is growing along with the community-at-large.⁶ These employees and volunteers are a tremendous resource, with personnel who speak world languages like Arabic, Spanish, or Oromo, come from other countries, or are independently-established within diverse community organizations, and are already invested in our Agency's and the local law enforcement Mission. The language skills and community leadership of these employees can be leveraged to bring the agency even closer to the community.

Among the potential employee candidates are Detention Deputy Evaristus Dnzentuv (below, left), and Hawa Jama (below, right). He is Liberian American and a military veteran, he is currently serving in the Army Reserves in the Middle East. Prior to working full-time in the jail – he was an unpaid volunteer at the Sheriff's Office.



Hawa Jama recently joined the Sheriff's Office as a Records Clerk after having been identified as an employee candidate, and mentored by Abdi Mohamed, a Civilian Liaison member of our Community Engagement Team. She speaks English and Somali.

⁶ Just since January, 2016, through a focused CET effort to educate our Councils and CAB to assist us in identifying diverse employee candidates, our Agency diversity has improved by roughly 25%.

In addition, we will draw from among the hundreds of community leader and resident partners we have developed through years of work with our Citizen Law Enforcement Academy, One-Day Citizens' Academies, Community Advisory Board and 6 Community Engagement Team Community Councils (East African, Latino, Native American, Asian Cultures, African-American Social and Religious Leaders).

Our current CET practice requires a team of 2 for attending community events; adding 10 trained Community Liaisons who can serve as one member of a team will nearly double our ability to attend, staff and plan events in the community.

a. Non-Sworn, Part-time Staffing will Expand Community Engagement

Our proposal for a new "Community Liaison Program" has been fully developed conceptually via COPS grant funding to our Agency,⁷ but funds are needed to start the program.

DHS grant funding will be used to identify, develop, implement and provide specialized training and supervision for these non-sworn community liaisons so they can immediately become effective members of our Community Engagement Team. Their duties and responsibilities will include:

- Organize and/or attend Community meetings and speak on approved issues with pre-developed resources and messaging.
- Serve as liaison with their contacts, specific community groups and the community at large.
- Expand on Agency efforts to identify diverse candidates for hire within the Agency, join our resident participation groups and/or serve as volunteers.
- Assist with incident response in the event we have a call-out or emergent situation where language and/or cultural differences present a barrier to communication.⁸
- Serve as a spokesperson in mainstream and alternate media sources, and especially in world languages in our social media efforts (including YouTube videos that can be developed rapidly and distributed on social media).
- Assist with the development of outreach resources (e.g., how can we improve communications, what information is the community looking for, provide support in reviewing translations to avoid incorrect connotations, develop a more user-friendly environment for our Jail and other facilities).
- Provide community specific updates/training at supervisor meetings, roll call, or in-service trainings.

Critical to this program, and to the integrity of our entire Community Engagement Team, Community Liaisons are prohibited from taking any law enforcement action during engagement activities: we do not collect information or intelligence for law enforcement.

b. Community Members and Civilian Employees Make a 2-Year Team Commitment

⁷ HCSO received a 2016-2018 Building Trust grant from the U.S. Department of Justice COPS Hiring Program funding 2 sworn peace officers. Both positions were directed to our Community Engagement Team; one specific assignment was to develop a program for community engagement and non-enforcement activities using civilians and flexible staffing models. The grant did not provide funding for the costs of implementing and/or or operating the program. Note that the COPS Office is prohibited from funding non-sworn positions.

⁸ The Sheriff's Office currently has a monthly stipend program for employees that speak a second language, most frequently these employees engage with jail inmates. We see this stipend program as an early precursor to the Community Liaisons Team – recognizing that we have civilian employees in our Agency that can assist with community engagement and serve as liaisons to the community in fulfilling our operational responsibilities.

Team members also will be selected from among 1500 or so community members already connected to and educated about the Hennepin County Sheriff's Office, our Community Engagement Team and our commitment to serve as guardians in the community. Rather than hire Full Time Employees, we propose this new program for part-time and/or contractor service from individuals with specialized language skills or cultural experience that will expand our CET very quickly.



Each of the Community Liaisons will be asked to make a 2-Year commitment, with a written agreement documenting Agency expectations (supervision and reporting, required training and twice-monthly meetings) and Liaison compensation (a mix of stipend and hourly pay for employees and contractor pay for non-employees), civilian attire (Agency logo), and expense reimbursement.⁹ Up to 40 hours of training will be required, including Agency Policy & Procedure, Overview of the Sheriff's 8 Lines of Business, 21st Century Policing, Community-Oriented Policing, Countering Violent Extremism, Agency Resources, and attendance in our 6-Week Citizens Law Enforcement Academy. The activities and contacts for these liaisons will be included in our Agency's CET Weekly, Monthly and Annual Reporting to supervise their

activities and document their efforts.

We expect that hiring and training can be completed within 6 months of the receipt of grant funding, and the program operational for two years, with model evaluation and potential replication in as many as 18,000 local law enforcement Agencies.

c. Expanding Engagement and Educational Activities Fulfills CVE Grant Goals and Outcomes:

Expanding and improving our outreach to new Americans is the primary goal for initiating this program. Training residents and employees to assist with this work further allows our Agency to engage in non-enforcement activities designed to accomplish CVE Grant Goal 1 in our Focus Area of Training and Engagement with Community Members: *"Build and Foster Community Resilience to Violent Extremist Recruitment and Radicalization."* In addition, we engage more members of the community in partnering with law enforcement; these 10 liaisons will have thousands of positive contacts across the County over the course of two years.

Developing new staffing models for law enforcement, engaging new Americans, and initiating positive non-enforcement activities with diverse residents are all focus priorities for local law enforcement agencies across the country. *See Report of the President's Task Force on 21st Century Task Force*, May, 2015, *Pillar One: Building Trust and Legitimacy*.¹⁰

⁹ We anticipate stipends for non-employees, but union rules will apply for many of our employees, so a plan for their compensation is under review. Compensation is critical here to ensure that the candidates for this program make a commitment to the training, are available frequently and with reasonable notice to fulfill the part-time demands of the position, and that all involved recognize the training, supervision and professionalism required to serve in this vital role.

¹⁰ **Recommendation 1.5:** Law enforcement agencies should proactively promote public trust by initiating positive non-enforcement activities to engage communities that typically have high rates of investigative and enforcement involvement with government agencies; **Recommendation 1.8:** Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities; **Action Item 1.8.5:** Law enforcement should be encouraged to explore more flexible staffing models. **Recommendation 1.9:** Law enforcement agencies should build relationships based on trust with

Intended Outcomes include expanded and bolstered community-led CVE activities, and an enhanced understanding of the violent extremist threat within communities. As an example, a community liaison may serve as a spokesperson in a media interview with the Mogadishu Times, or post a video or other information on Hiiraan On-line, or work with our Public Information Officer to further participate in non-English conversations on social media or with diverse media outlets.



d. Cost Effectiveness: HCSO seeks \$125,600 to fund this part-time program, which leverages the work our Agency has already done in establishing the program goals, activities, resources and protocols for community engagement, as well as providing the training and supervision for the community liaisons. An allocation of grant funding for this 2-year initiative will provide an opportunity to measure the effectiveness of the program, as well as an evaluation of the flexible staffing models.

e. Data: Our CET already provides Weekly, Monthly and Annual Reporting for the Agency that includes community contacts, new contacts, significant events, social media analytics, speaking engagements, new candidates for hire, community partnerships, speaking engagements and attendance. These Reports ensure HCSO Command level review of the CET Program and activities. The efforts of the new Community Liaisons will be documented, reported and analyzed. The Agency also will conduct a Community Trust Survey two times (2017, 2018). These Surveys will provide an opportunity for program evaluation.

3. Replicate the London Metropolitan Police Department's Red "Stop" Program as a County and State-wide Initiative to Oppose Violent Extremist Messaging on the Internet

Through the Red Stop Program, any individual can easily and anonymously report extremist internet content to law enforcement. This London Metropolitan Police Department Initiative has generated thousands of leads, allowing residents and community partners to share the responsibility of policing the internet, and the Agency has confirmed their willingness to assist HCSO in developing a similar program, including infrastructure. An initiative like this engages the entire community, creates an internet less hospitable to extremist content, and creates a clear opportunity for law enforcement to engage the community in partnership.

With DHS funding we will develop and begin a county-wide, and potentially, a state-wide red stop campaign asking our partners with websites to post the red stop on their respective websites, facebook and twitter accounts and elsewhere in social media to facilitate easy reporting. Each red stop will serve as a constant reminder that participating organizations, object to extremist statements and activities.



immigrant communities. This is central to overall public safety. Action Item 1.9.2: Law enforcement agencies should ensure reasonable access for all persons who have encounters with police or who enter the criminal justice system.

The Hennepin County Sheriff's Office proposes to create a Whole-of-Society Public Safety Campaign around the Red Stop Initiative with partners from all cross-sections of the community:

- 7 Metro Sheriffs that participate in the Metro Regional Information Collaborative,
- 36 Hennepin County Police Department Partners
- Hennepin County Agencies (e.g., Public Library Systems, Health & Human Services, County Board)
- Twin Cities Security Partnership Members like Target and 3M (*see below*)
- Civic Organizations like Chambers of Commerce and Rotaries
- Clear Channel, and local advertising and media outlets (*see below*)
- Community-led Service Organizations like Voices of East African Women and Ka Joog
- Our Community Advisory Board members and CET Resident Councils
- Schools, Colleges and Places of Worship.

The Red Stop works as a live link to a reporting form that will be directed to an analyst in the Hennepin County Sheriff's Office. Individuals in libraries, on home computers or smart phones can confidentially report material such as articles, images, speeches or videos that promote terrorism or encourage violence. Residents can access any website or host to a Red Stop button and report content that encourages people to commit acts of terrorism, websites or social media pages and accounts made by terrorist or extremist organizations and videos of terrorist attacks.

DHS funding will be used to support a non-sworn analyst position to manage these Counter-Terrorism Internet Referrals, which would become one of the functions of our Criminal Information Sharing & Analysis Unit ("CISA"). CISA is actively engaged with the Metro Region Information Collaboration (covering multiple metro-area counties), the Minnesota State Joint Analysis Center, other state-operated fusion centers throughout the United States, federal Homeland Security and Department of Justice partners, and several private sector partners. HCSO will provide a single, one-stop point of access for this newly reported online material; our CISA analyst will leverage existing information-sharing networks to expand the current homeland security mission --investigating, analyzing, and synthesizing information provided through the Red Stop Initiative with known information that is distributed through the nation's fusion center network. CISA can then distribute relative information back through the fusion center network and also out to nearby local agencies via electronic Information Bulletin or Information Alert, whichever is appropriate for the situation.

- a. The Red Stop Initiative will become a Public-Private Partnership for Public Safety across the Twin Cities Region and the State of Minnesota.

The Sheriff's Office is well-positioned in the community and nationally to pilot this program, and with early success we can very quickly and naturally market and expand the program. We actively partners with private sector companies, non-profit organizations, associations, and civic groups --in

addition to our work with 45 Cities in Hennepin County, Hennepin County Agency Partners and Stakeholders, as well as State and Federal Agencies and 87 County Partners.



A good example of the depth of partnerships is the Twin Cities Security Partnership (“TCSP”), *“The Twin Cities Security Partnership brings together law enforcement leaders and security executives from our corporate community. Keeping our communities safe is the reason this group exists and the trusted relationships among members provides the platform to share information, expertise and experience towards this common goal.”* — Richard Thornton, SAC FBI Minneapolis Division.

TCSP members meet quarterly, with over 50 corporate members from Agriculture, Banking & Finance, Chemicals, Computer Security, Emergency Services, Energy, Food Supply, Logistics & Shipping, Public Health, Transportation, and Telecommunications. Chief Security Officers from many of the Twin Cities largest companies (Target, 3M, Cargill, General Mills, and St. Jude Medical) are members of the Twin Cities Security Partnership Executive Board. TCSP members are logical private sector partners for initiating the Red Stop Program.

Further, since 2008, the Sheriff’s Office has partnered with Clear Channel Outdoor advertising to provide public safety information and other law enforcement messages on their digital billboards in Hennepin County. During that time we have used the billboards to show messages about missing individuals, water safety, ice safety, texting and driving, drug abuse prevention, sex trafficking and more. HCSO messages rotate through all 28 billboards in Hennepin County at all times of the day.



b. The Red Stop Initiative Will Be Easy to Expand and Replicate Across the Country.

With DHS funding, the Hennepin County Sheriff’s Office will essentially pilot this program for potential expansion and replication in up to 18,000 law enforcement agencies and communities across the country. Sheriff Stanek’s leadership role in the Minnesota Sheriff’s Association (2016 President) and partnership in the Metro Sheriff’s Association will allow HCSO to quickly expand this program to other counties, and across the State.

When ready, this program can also be replicated through the National Sheriff’s Association (Sheriff Stanek is 3d Vice President, 2016 and Co-Chair of the Homeland Security Committee), the Major County Sheriff’s Association (Sheriff Stanek is V.P., Homeland Security). As a Board Member of the National Criminal Intelligence Coordinating Council and advisor to the Director of National Intelligence, Sheriff Stanek can play a critical role in evaluating the success of this program and making recommendations for a nation-wide campaign for the Red Stop Program or other public safety campaign focused on CVE strategies.

c. The Red Stop Initiative Fulfills CVE Grant Goals and Outcomes: The Red Stop Initiative primarily fulfills Program Goal 3: “*Create a Less Hospitable Environment for Violent Extremist Recruitment and Radicalization.*” Building the internet reporting infrastructure proposed here will advance our efforts to prevent, disrupt and intervene in radicalization efforts in Hennepin County by extremists and/or terrorist organizations who threaten our families, our communities, and our nation’s Homeland Security. But perhaps as significantly, The Red Stop Initiative will create an opportunity for all community members and private sector organizations to partner with public safety (Outcome 1: “*Established partnerships between local communities and the private sector*”). Intended Outcomes also include building regional resilience and creating a system for future partnering and messaging (Outcome 3: “*Decreased perception of drivers of radicalization in communities targeted for recruitment and radicalization by violent extremists.*”) Through this program all residents and organizations can assist in a public campaign, and join in an effort to denounce internet hate speech as well as extremism, and provide constructive and anonymous reporting that may become useful in fighting crime and combating radicalization on the internet.

d. Cost Effectiveness: We have ready and eager partners in the community and private sector ready to begin immediately to raise funds, donate, or provide in-kind contributions to advance a regional campaign to denounce and report internet extremism. With our Agency’s leadership and coordination, they will drive the marketing side of the Initiative. However, the information must be properly analyzed by a credible law enforcement agency with the capacity to properly and timely manage the information and filter or report as necessary to appropriate intelligence information and sharing authorities. With grant funding of \$152,400 we can add 1 civilian analyst in our CISA Unit, and prepare to manage, analyze and report as necessary the information that comes via the Red Button Initiative at least in its first phase of development (Hennepin County) through the second (the 7-county Twin Cities Region).

e. Data: The Hennepin County Sheriff’s Office is experienced at collecting and reporting crime data, and data relating to crime tips. CISA will assemble a separate data collection and reporting effort for tips received via the Red Stop Program -- to ensure evaluation of the volume, range and value of the information received, and document the instances of credible information ultimately referred to HCSO Investigations and/or the FBI Joint Terrorism Task Force in Minnesota.

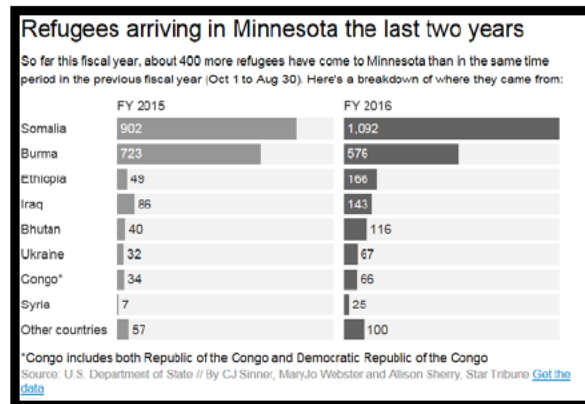
D. Hennepin County, Minnesota: Needs Analysis

The Twin Cities Metropolitan Area was built around our state’s two largest cities, Minneapolis (in Hennepin County with 1.2 million residents and 11 of the 30 largest cities in the 7 County Metro Area) and St. Paul (in Ramsey County, with 500,000 residents). The Region is the 14th largest metropolitan area in the nation, with a population of 3.7 million residents.

Hennepin County Minnesota is the State’s largest County, with 1.2 million residents and 11 of the 30 largest cities in the 7 County Metro Area. More than 1 in 5 Minnesotans live in Hennepin County, it is the 34th most populated county in the nation.

Hennepin County has a large and rapidly growing population of immigrants, and a particularly large number of them come here as refugees, rapidly adding to both the diversity and richness of our Hennepin County culture. Minnesota’s non-white and Latino population increased by 28% between 2000 and 2007 (well above the national average of 19%), and it is important to note that 36% of the minority population is foreign born. New immigrants are particularly concentrated in Hennepin County where schools, hospitals, health care providers, employers, landlords and criminal justice

personnel have the most experience in learning to work with students, patients, workers, crime victims, offenders, and renters.



Approximately one-third of Hennepin County's population is non-Caucasian, as compared to the statewide percentage of just 20%. Approximately 40% of the state's non-white and foreign population lives in Hennepin County. The numbers of Latino, black and Asian Minnesotans are projected to more than double in the next 25 years. The Twin Cities region is projected to account for 83 percent of the state total black population in 2035.

Poverty too is on the rise in Minnesota and especially in Hennepin County: Approximately 12.1% of County residents live below the federal poverty level. Hennepin County overall has a very high median income level, but also pockets of extreme poverty and high unemployment.

New Americans have played an important role in the growth of Minnesota's black and African American population. Twenty-nine per cent (29%) of black Minnesotans are foreign born (way above the 8% national average). "Between 2000 and 2007, the native born black population in Minnesota went up 17 percent, while the foreign born black population rose 119 percent." By 2035, 44 percent of Hennepin County residents are projected to be non-white or Latino.

We have one of the largest populations of Somali residents in the nation (over 100,000) and an estimated 40,000 Liberians, 35,000 Oromo, 20-30,000 Ethiopians, 2,000 Eritreans, 1,900 Kenyans, 1,500 Sudanese.

As an Agency we have invested and prioritized our resources to engage these new residents. We continue to monitor trends, learn from our cultural communities, and work daily to build strong partnerships and communities of trust. We will continue to grow our outreach, learn from the communities we serve, and create positive police-community relationships.

The three programs in this proposal will address the growing needs and changing environment our community faces, by utilizing promising research in this area, coupled with innovative approaches and our agency's unique expertise in Countering Violent Extremism.

DHS, Office for Community Partnerships – CVE Grant Program
Hennepin County Sheriff's Office – Budget Detail & Narrative

NOFO Number: **DHS-16-OCF-132-00-01** – Focus Area: **2, Training & Engagement** – Program Goals: **1 & 3**

<i>Budget Category</i>	<i>Federal Request</i>	<i>Non-Federal Amounts</i>	<i>Total</i>
Personnel	\$252,790	\$0	\$252,790
Fringe Benefits	\$36,210	\$0	\$36,210
Travel (Domestic)	\$7,000	\$0	\$7,000
Equipment	\$0	\$0	\$0
Supplies	\$18,000	\$0	\$18,000
Construction	\$0	\$0	\$0
Consultants/Contracts	\$180,000	\$0	\$180,000
Other	\$6,000	\$0	\$6,000
<i>Total Direct Charges</i>	<i>\$500,000</i>	<i>\$0</i>	<i>\$500,000</i>
Indirect Costs	\$0	\$0	\$0
TOTAL PROJECT COSTS	\$500,000	\$0	\$500,000

BUDGET NARRATIVE

Project 1:

A. Personnel & B. Fringe Benefits

The Hennepin County Sheriff's Office will utilize a number of its own personnel to achieve the outlined goals and grant obligations in Project 1. Among the anticipated personnel costs are:

\$30,000 for overtime and fringe benefits for:

CET East African Outreach Liaison – overtime wage \$38.96, benefits \$7.17, total \$46.13 per hour, 130 hours per year, \$12,000 over two years

CET Outreach Liaison – overtime wage \$45.99, benefits \$9.61, total \$55.60 per hour, 50 hours per year, \$5,600 over two years

CET Sgt. – overtime wage \$56.28, benefits \$11.76, total \$68.04 per hour, 30 hours per year, \$4,100 over two years

CET Lt. – overtime wage \$68.45, benefits \$14.31, total \$82.76 per hour, 15 hours per year, \$2,500 over two years

Media Specialist – overtime wage \$30.33, benefits \$5.58, total \$35.91 per hour, 75 hours per year, \$5,400 over two years

Approximately 15% of the \$30,000 - \$4,500 – is required for benefits, \$25,500 required for salaries.

C. Travel

\$2,000 for transportation to and from events and meetings for agency personnel (mileage reimbursements)

E. Supplies

\$6,000 for marketing materials such as social media advertising and other recruiting tools to ensure maximum attendance and \$4,000 for printing and materials required for curriculum development and workshop handouts.

G. Consultants/Contracts

\$60,000 for an independent contractor to manage the development of the workshops, assist the East African Outreach Liaison with scheduling and recruiting attendees, and helping to

Hennepin County Sheriff's Office – Budget Detail & Narrative

ensure the successful planning of the workshops. This contract covers both years of the grant period and is consistent with the agreement that is currently in place.

\$100,000 for contracts with community partners and organizations to run the various workshops. Included in this item will be stipends, incentives, and child care services to recruit attendees, awards and t-shirts to encourage successful completion of each workshop, food and snacks, office supplies, and meeting space to facilitate each workshop, website and social media budgets for the partner organizations to help attendance and communicate the initiative to the community, a part time coordinator and program development.

\$20,000 for experts (including travel, lodging, speaking fees, and consulting fees). These experts will be involved in the entire process – curriculum development, strategic advisors, translation services as needed, and workshop presenters. Speakers will be invited to lead discussions in their respective fields of experience and expertise during various segments of each workshop.

Project 2:

A. Personnel & B. Fringe Benefits

\$109,600 over two years for community liaisons.

The agency anticipates having 10 liaisons available for the duration of the grant period. For purposes of this budget, we can estimate that half (5) of these will come from the HCSO civilian workforce. For these liaisons, we anticipate that they will spend 10 hours per month at approved events or meetings – 5 of these hours will be on overtime pay (while off-duty) and 5 of these hours will require funds to backfill the position (while on-duty).

The other 5 liaisons will come from the community, whether recruited directly by the Community Engagement Team, already volunteering on one of the agency's initiatives, or otherwise. Additionally, all liaisons will receive a \$400 bonus upon completion of the required training, as well as a \$200 monthly stipend contingent on attendance and participation in a bi-weekly meeting with the Community Engagement Team and agency Command Staff.

HCSO civilian employees

\$400 – training pay

\$200 – monthly stipend

\$4,800 – monthly stipend over two years

5 – estimated monthly hours liaison overtime required (off-duty)

\$30 – average overtime wage & benefits of liaisons

\$3,600 – Over two years

5 – estimated monthly hours backfill overtime required (on-duty)

\$30 – average overtime wage & benefits of backfill relief

\$3,600 – Over two years

\$12,400 – Total per liaison

\$62,000 – Total for all agency liaisons

Hennepin County Sheriff's Office – Budget Detail & Narrative

The typical Records Clerk at HCSO, one of the targeted job classes for the liaison position, makes an overtime wage of \$25.35 per hour and \$4.65 in benefits totaling \$30.00 per hour.

Community Members

\$400 – training pay

\$200 – monthly stipend

\$4,800 – monthly stipend over two years

15 – estimated numbers of hours per month attending meetings and events

\$12 – stipend per hour to attend preapproved meetings and events

\$4,320 – estimated wages per liaison over two years

\$9,520 – Total per liaison including monthly stipend and training bonus

\$47,600 – Total for all community liaisons

\$62,000 + \$47,600 = \$109,600

Since only the HCSO civilian employees will require benefits, the benefits category will total \$9,300 and the remaining \$100,300 will be used in the salary category.

C. Travel

\$5,000 for parking and mileage reimbursements for liaisons to attend community events and meetings

E. Supplies

\$5,000 for training supplies and printed materials necessary to ensure that all liaisons are knowledgeable and trained in a variety of scenarios and are able to properly handle any issues they may encounter.

H. Other

\$6,000 for a two year car lease for liaisons that do not have their own vehicles, and thus are unable to utilize the mileage reimbursement to attend events.

Project 3:

A. Personnel & B. Fringe Benefits

Project 3 calls for hiring an additional CISA (Criminal Information Sharing & Analysis) Unit Analysts. The entry level salary and fringe for this position is \$74,500 per year, totaling \$126,990 in salary and \$22,410 in fringe over the two year grant period.

E. Supplies

\$3,000 for marketing materials such as social media advertising and other recruiting tools to ensure a broad range of community partners will participate by including their STOP function on their websites.

DHS, Office for Community Partnerships – CVE Grant Program

Hennepin County Sheriff's Office – Ongoing Planning

NOFO Number: DHS-16-OCF-132-00-01 – Focus Area: 2, Training & Engagement – Program Goals: 1, 2 & 3

Ongoing Community Resilience and Prevention Planning

In 2014, the Department of Justice selected the Twin Cities Metro Area as one of three locations for Pilot Programs for Countering Violent Extremism, due to the large concentration of East Africans in our community, and the experience local law enforcement is gaining in community engagement with diaspora communities.

The Hennepin County Sheriff's Office, like the Minneapolis and St. Paul Police Departments, have developed tailored outreach strategies that have become models for other Agencies, both nationally and internationally.

We continue to work with the U.S. Department of Justice COPS Office and the Police Executive Research Forum ("PERF"), to both improve our efforts here, and also to assist in developing strategies, best practices and lessons learned for Countering Violent Extremism. One of the HCSO outreach strategies, the "One Day Citizen's Academy" recently has been filmed by the International Association of Chiefs of Police ("IACP") as a "Toolkit" for other agencies, along with the Agenda, Curriculum, and Strategies for this tailored outreach.



As an Agency, we are implementing directly the strategies and guidance from the White House "*National Strategy for Empowering Local Partners to Prevent Violent Extremism*," and the 2011 "*Strategic Implementation Plan*." Our grant proposal also adopts specific Action Items and Recommendations from the *Report of the President's Task Force on 21st Century Policing* (See page 10, footnote 9 of the CVE Grant Narrative). These policy documents outline a community-based approach and also the Federal Government's role in empowering local stakeholders.



February 2015, the White House Summit on CVE

Sheriff Stanek and Imam Roble presented our Community Engagement Team Strategies, including the One-Day Citizen's Academy, and the role of our Community Advisory Board, at the White House Summit on Countering Violent Extremism in February, 2015.

Hennepin County Sheriff's Office – Ongoing Planning

February 2015, Testimony in the U.S. Judiciary Committee, Subcommittee on Crime, Terrorism, Homeland Security and Investigations.

Sheriff Stanek was invited to testify about radicalization in Minnesota and HCSO adopting community engagement as our front-line strategy for countering violent extremism.

September 2015, HCSO co-hosts the COPS-PERF Summit on CVE in Minneapolis.

As a follow up to the National Summit on Empowering Communities to Prevent Violent Extremism (Aug. 13-14, 2014), HCSO and the Minneapolis Police Department and St. Paul Police Department jointly co-host a Summit for law enforcement agencies and our community partners, an opportunity to share best practices and lessons learned.

January 2016, Sheriff Stanek addresses Criminal Intelligence Coordinating Council

Sheriff Stanek joined a panel discussion on “Integrating Countering Violent Extremism (CVE) Efforts to Support State, Local, and Tribal Law Enforcement,” and discussed the vital role local law enforcement has in CVE, with 10 years of experience in community oriented policing and thousands of positive contacts, Sheriffs and Chiefs are logical conveners in our communities.

February, 2016 Sheriff Stanek addresses NSA-MCSA Regional Conference on CVE

Focusing on the Minnesota Terror Pipeline, on-line recruiting methods, recent prosecutions, and community engagement efforts as a front-line strategy for countering violent extremism, Sheriff Stanek served as a keynote speaker for regional law enforcement, military, government and scholars from North and South Carolina. Additional regional conferences have been scheduled.

April 2016 President Sheriff Stanek, of the FBI’s International Leaders in Counter-Terrorism Alumni Association, Convened the Annual Conference in New York City.

Hundreds of speakers and attendees shared expertise on “*The Changing Dynamics and Social Implications of Terrorism*,” from the perspectives of law enforcement, victims’ advocates, faith-based organizations, academia, government, military, and media.

Federal Agency Partnerships

HCSO partners with federal agencies in investigation and enforcement activities, but also in non-enforcement activities. As examples:

- Our Community Advisory Board met with Customs and Border Patrol and Transportation Security Agency officials at MSP International Airport and toured their facilities.
- Our CET has assisted the U.S. Attorney and FBI in developing the U.S. Department of Justice CVE Pilot Program.
- Since its very first meeting in Minnesota, HCSO has provided assistance and participated in DHS Office of Civil Rights and Civil Liberties’ Community Engagement Roundtables.
- Through the U.S. State Department International Visitors Program we have shared our community engagement strategies with representatives from over 60 countries who have visited Minnesota to learn about community policing.